

HR Work Group to the Advisory Council

Meeting Minutes

July 9, 2012

11:30 Am to 1:00 PM

Members Present: James Fehr, Kenneth McElroy, Brent Rabe, Marty Roos, Kila Shepherd, Deborah Sloat, and Diana Piccono

Members Absent: None

Facilitator: Chris Christensen

Meeting Summary: Peggy MacEwen

Meeting Purpose: Continue work on the glossary and statewide approach to employment challenges in eastern Montana.

Meeting Summary:

Facilitator reviewed the agenda and ground rules. The group discussed the glossary of terms and possible approaches the group can use to define terms. The group identified the terms that should be included in the glossary at this time. They are; talent management, performance management, and workforce planning. In addition, the group felt an introductory statement reinforcing the importance of strategically linking each item contained in the glossary to an agency's mission. The group would like to use a picture or road map to clearly show the scope of a Talent Management program.

The group discussed several approaches they can use in making recommendations to the Advisory Council regarding the employment challenges in eastern Montana. The discussion included the need to identify short term and long term solutions, flexibility in addressing recruitment and retention challenges, a method to determine if an agency is affected.

Commitments: Marty Roos will provide the group with the talent management model used by the Department of Commerce. Peggy MacEwen will provide the talent management models from Cornell University and the Human Capital Institute.

Public Comment: None

Next Meeting: July 11, 2012
Discuss broad-based needs